

DOMINIC COLLEGE

A Catholic School in the Salesian Tradition



BEHAVIOUR MANAGEMENT POLICY

Date	December 2022
Responsible Position	College Leadership Team
Approved By	College Board
Next Review Date	December 2026
Related Documents	Behaviour Management Procedure Complaints Policy Australian Privacy Principals Disability Discrimination Act Education Act 2016 St John Bosco's Preventive System Staff Handbook Enterprise Agreement

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1. RATIONALE

At Dominic College we aim to adhere to the four domains of the Archbishop's Charter of:

- Catholic identity
- Learning
- Leadership
- Mission

The Salesian Charter guides how Dominic College enacts these domains with a focus on:

- A HOME that welcomes,
- A PARISH that evangelises
- A SCHOOL that prepares for life
- A PLAYGROUND where friends meet

Our behaviour management policy reflects the ethos of the College and our legal obligations.

2. THE SALESIAN CHARTER

Living out the Salesian Charter requires us to act in certain ways and to not act in other ways.

A HOME THAT WELCOMES

Being a HOME that welcomes means that:

- We share our behaviour expectations with all staff, students, and the community
- We follow Christ's teaching of love and forgiveness
- We follow St John Bosco's Preventive System that calls for a healthy, happy, kind, safe, and loving environment
- We avoid discrimination, harassment, bullying or offensive behaviour and communication

A PARISH THAT EVANGELISES

Being a PARISH that evangelises means that:

- Our actions reflect the teachings of Christ
- Decisions and discussions are based on the teachings of Christ, the example of St John Bosco, and are made with due thought and consideration

A SCHOOL THAT PREPARES FOR LIFE

Being a SCHOOL that prepares for life means that:

- We follow the law and any relevant legislation
- We acknowledge behaviour expectations are a part of everyday life, at home, in public, in employment, in all areas of life and for all peoples

- We keep each other safe in how and where we play, work, and go about our day
- We acknowledge that there are appropriate times and places for play, work, and celebrating

A PLAYGROUND WHERE FRIENDS MEET

Being a PLAYGROUND where friends meet means that:

- We follow St John Bosco's Preventive System
- We foster friendship, honesty, fair play, and active participation
- We support appropriate behaviour and language

3. ENCOURAGING POSITIVE BEHAVIOUR

FIRST STEPS

The first step in encouraging positive behaviour is 'presence' to ensure that we:

- clearly teach and live out how we expect staff, students, and the community to behave
- remind each other of expectations
- develop relationships that allow us to challenge poor behaviour in others

BEING A GOOD EXAMPLE

Being a good example to each other includes:

- Participating actively, positively, and enthusiastically
 - a. In meetings
 - b. In class
 - c. In all school activities
- Following the rules, regulations, and expectations of the school:
 - a. Use the facilities of the school safely, appropriately, and with respect
 - b. Record and report attendance and absences for work and class
 - c. Listen to and follow the instructions of those in authority
 - d. Be up to date, on time and prepared for appointments, work, and class:
 - i. Homework and class work completed
 - ii. Attend required meetings
 - iii. Complete required inductions, assignments, reports, and training
- Dress according to your roles and responsibilities:
 - a. Where a uniform is required wearing it fully, neatly, and as instructed
 - b. Wear appropriate safety equipment when and where required
 - c. Wear appropriate clothing and footwear if no uniform is required

4. MANAGING UNACCEPTABLE BEHAVIOUR

Sometimes our behaviour does not live up to expectations. Our response to this behaviour needs to be in line with the Preventive System and our legal requirements. Our response follows the steps below increasing in seriousness in response to the seriousness of the behaviour and/or the repeated nature of the behaviour:

- Remind the person of our expectations verbally
- Remind the person of our expectations in writing
- Referral to parents or supervisor
- Restorative practices
- Detention
- Suspension
- Dismissal/Expulsion

TOOLS USED TO MANAGE UNACCEPTABLE BEHAVIOUR

Dominic College has a range of tools to assist in managing behaviour. These include:

- Student behaviour support plans to develop skills for positive social interactions and the ability to become a more effective and successful learner
- Student safety plan in support of the behaviour support plan to keep students, staff, and the community safe
- Professional development and training courses
- Mediation
- Performance management

5. CONSEQUENCES

Consequences for unacceptable behaviour also increase with the seriousness and/or repeated nature of the behaviour.

For students, consequences can include:

- Detention including breaktime or after school and require:
 - a. Community service / cleaning and rubbish pick up
 - b. Completing unfinished work
- Behaviour reporting chart, Principal's Agreement, a Points Contract
- Restorative process
- Suspension, either internal or external, ban on attending excursions/events
- Referral to the Police or other relevant body
- Discontinuation of enrolment

For staff consequences can include:

- Removal from select duties
- Retraining requirements
- Restorative process/ mediation
- Suspension
- Referral to the Teachers Registration Board, Police, or other relevant body
- Dismissal

For community members consequences can include:

- Restorative practices
- Bans from attending College related events
- Discontinuation of a student's enrolment
- Referral to Police or other relevant body

For staff, students, and community members, unacceptable behaviour may be recorded in a relevant file along with the actions taken to address the behaviour.

IMPORTANT INFORMATION

We encourage open, respectful, appropriate, and timely communication. In all the actions undertaken Dominic College aims to work in good faith and in line with our Complaints Policy. Our expectations are guided by the Department of Education, the Tasmanian Catholic Education Office, and our Enterprise Agreement. As an independent Catholic College under the auspices of the Salesians of Don Bosco, concerns relating to behaviour management should follow the reporting guide in our Complaints Policy.

Dominic College is owned and governed by the Salesians of Don Bosco. They have an appointed Board of Directors to oversee the operations of the College and ensure the College undertakes its mission effectively.